High Sick Leave Consumption
Public Works & Assets Streets & Roads
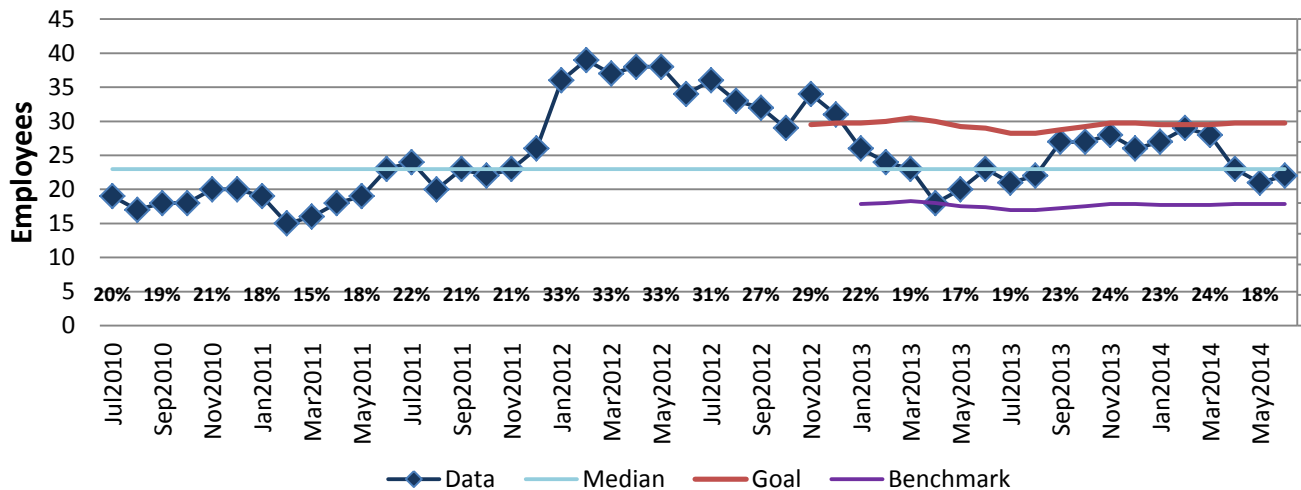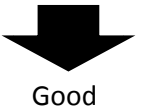
LouieStat

KPI Owner: Greg Hicks | **Process: Sick Leave Management**

Baseline, Goal, & Benchmark	Source Summary	Continuous Improvement Summary
Baseline: 25% Oct 2012 Goal: Maintain the number of employees with high sick leave consumption at 25% or less of all employees Benchmark: 15% calender year 2012	Data Source: Payable Time Peoplesoft Goal Source: Dept Leadership Team Benchmark Source: OPI sick leave study	Plan-Do-Check-Act Step 3: Determine and quantify root causes Measurement Method: The number of employees in a department who have used 9 or more out of 12 sick days in a 12 month period Why Measure: Promote a culture in which sick time is used appropriately Next Improvement Step: Meet with pilot Pareto data collection participants to determine method for Pareto data collection for all of PWA

How Are We Doing?

Jun2013-Jun2014 12 Month Avg Goal	Jun2013-Jun2014 12 Month Average		Jun2014 Goal	Jun2014 Actual	
29	**25**	(traffic light: green)	**30**	**22**	(traffic light: green)
Employees	Employees		Employees	Employees	

High Sick Leave Consumption

Good ↓

Chart data (Employees): percentages shown below months:
20%, 19%, 21%, 18%, 15%, 18%, 22%, 21%, 21%, 33%, 33%, 33%, 31%, 27%, 29%, 22%, 19%, 17%, 19%, 23%, 24%, 23%, 24%, 18%

Months: Jul2010, Sep2010, Nov2010, Jan2011, Mar2011, May2011, Jul2011, Sep2011, Nov2011, Jan2012, Mar2012, May2012, Jul2012, Sep2012, Nov2012, Jan2013, Mar2013, May2013, Jul2013, Sep2013, Nov2013, Jan2014, Mar2014, May2014

Legend: Data — Median — Goal — Benchmark

The department is creating a tool to collect root cause of performance data.